



# Could you help lead the NHS in your area?

University Hospitals of Leicester  
NHS Trust

Associate Non-executive Director

Candidate information pack

Reference: M2220



**We value and promote diversity and are committed to equality of opportunity for all and appointments made on merit. We believe that the best boards are those that reflect the communities they serve.**

**We particularly welcome applications from women, people from the local black and minority ethnic communities, and disabled people who we know are under-represented in chair and non-executive roles.**

**Our recruitment processes are conducted in accordance with the Code of Governance to ensure that they are made on merit after a fair and open process so that the best people, from the widest possible pool of candidates, are appointed.**

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## 1. The opportunity

There is a vacancy for an Associate Non-executive Director at University Hospitals of Leicester NHS Trust. This is an exceptional opportunity to share your talents and expertise to make a positive difference to the lives of people served by the Trust.

The Associate NED role is used successfully in the NHS to support Board succession strategy and achieving a balance of Board level skills. Associate NEDs cannot participate in any formal vote at Board.

The successful candidate for the Associate role will be appointed by the Trust but may also be considered for appointment as a NED of the Board in future, should a vacancy arise and they have the appropriate skills.

## 2. The person specification

### Essential criteria

You will need to have a genuine commitment to patients and the promotion of excellent health care services. You will have senior level finance experience gained within a large, complex, public or private organisation.

You will need to be able to demonstrate you can use your experience to:

- work alongside other non-executives and executive colleagues as an equal member of the board
- bring independence, external perspectives, skills and challenge to strategy development
- hold the executive to account by providing purposeful, constructive scrutiny and challenge
- shape and actively support a healthy culture for the trust

All non-executive directors must **champion the standards of public life** – by upholding the highest standards of conduct and displaying the principles of selflessness, integrity, objectivity, accountability, openness, honesty, and leadership.

As a future NHS leader, the successful candidate will be able to demonstrate the range of behaviours required to contribute effectively in this board level role. These are outlined in the NHS Leadership Academy's [Healthcare Leadership Model](#).

Applicants should live in or have strong connections with Leicester, Leicestershire, Rutland or surrounding areas.

- On average this role will require the equivalent to 2 to 3 days a month.

- The remuneration payable for this role is £11,500 per annum. Thereafter the remuneration will be applied in line with the framework for chairs and NEDs. On this basis the successful candidate will receive an increase on 1 April 2021 to £13,000 (standard rate for all NEDs) per annum.

Given the significant public profile and responsibility members of NHS Boards hold, it is vital that those appointed inspire confidence of the public, patients and NHS staff at all times. NHS England / NHS Improvement makes a number of specific background checks to ensure that those we appoint are “fit and proper” people to hold these important roles. More information can be found on our [website](#).

### **3. About University Hospitals of Leicester NHS Trust**

University Hospitals of Leicester NHS Trust (UHL) is one of the biggest and busiest NHS Trusts in the country, serving the one million residents of Leicester, Leicestershire and Rutland – and increasingly specialist services over a much wider area. The Trust employs over 16,000 staff and its services cover a diverse population located across a diverse geography of urban and rural communities. There are major differences in terms of health inequalities across these communities.

The Trust has also been successful in being allocated £450m capital investment in order to reconfigure its estate and align this to the transformation of services. In line with national policy the Trust is actively working with partner organisations in the local health and social care economy and this will increasingly become a major focus in setting objectives and delivering outcomes. A critical issue will be ensuring that public money is utilised efficiently, and clinical services are receptive and responsive to the needs of patients in quality and safety terms and providing value. The Trust is currently responding to some key financial challenges as part of its transformation.

Their nationally and internationally renowned specialist treatment and services in cardio-respiratory diseases, ECMO, cancer and renal disorders reach a further two to three million patients from the rest of the country.

UHL’s patients are the key focus for the Trust and they are constantly striving to improve the care that they receive, through looking at the ways they work, ensuring staff are highly trained and encouraging research allowing them to offer patients the latest technologies, techniques and medicines – and attract and retain their enviable team of more than 15,000 highly skilled staff.

Spread over three sites at the General, Glenfield and Royal Infirmary hospitals, the Trust is also consolidating services into a Children’s Hospital and works closely with partners at the University of Leicester and De Montfort University providing world-class teaching to nurture and develop the next generation of doctors, nurses and other healthcare professionals, many of whom go on to spend their working lives with them.

UHL continues to work with many different organisations throughout the world to push the boundaries of research and new surgical procedures for the benefit of their patients, with around 1,000 clinical trials taking place every year. The trust is now home to an NIHR Biomedical Research Centre which supports key research including lifestyle, diabetes, and cardio-respiratory diseases, and for the first time they have

been successfully designated as an NIHR Clinical Research Facility. They are also extremely proud that they have an Experimental Cancer Medicine Centre and their HOPE Unit is an instrumental factor in delivering clinical trials of new cancer treatments and is generously supported by the locally based charity Hope Against Cancer. The Trust provides access to cutting edge genetic medicine for its patients by participating in the 100,000 Genomes Project. All of this means that thousands of their patients are amongst the first to try the latest medicines and techniques. It has been nationally recognised as a leader in promoting Covid 19 related research.

The heart centre at the Glenfield Hospital continues to lead the way in developing new and innovative research and techniques, such as surgery with a Robotic Arm, TAVI (Trans-Catheter Aortic Valve Insertion) and the use of the suture less valve in heart surgery. It has also become one of the world's busiest ECMO (extra corporeal membrane oxygenation) centres and the only hospital in the UK to provide ECMO therapy for both adults and children.

The Trust has one of the leading vascular services nationally, with more patients surviving longer after following an aneurysm repair (to fix a life-threatening bulge in a blood vessel). They are proud to continue having some of the lowest rates of hospital-acquired infections, such as C. Difficile and MRSA, in the country.

The Trusts purpose is to provide 'Caring at its best' by living a set of values created by their staff that embodies who they are and what they do. They are:

- We focus on what matters most
- We treat others how we would like to be treated
- We are passionate and creative in our work
- We do what we say we are going to do
- We are one team and we are best when we work together

Patients are at the heart of all they do, and they believe that 'Caring at its Best' is not just about the treatments and services provided, but about giving patients the best possible experience. That is why Leicester Hospitals are proud to be part of the NHS.

## **Latest CQC Inspection of the University Hospitals of Leicester NHS Trust**

The latest CQC report was published on 5th February 2020 following a series of inspections of a number of services at the Leicester Royal Infirmary, Leicester General Hospital and Glenfield Hospital between September and November 2019.

The Trust is now rated as 'Good' overall as well as for being effective, caring, responsive and well-led. The rating for safety has remained at 'Requires Improvement'.

- The new rating from the CQC is an improvement on the Trust's previous rating of 'Requires Improvement'.

## Appendix 1: More information

For information about the Trust, such as business plans, annual reports, and services, visit their [website](#).

Follow the links for more information about:

- [Becoming a non-executive director](#)
- [About the non-executive role](#)
- [Advice on applying for the role](#) such as:
  - Building your application
  - Sources of information and useful reading
  - Eligibility and disqualification criteria
  - Terms and conditions of chair and non-executive director appointments

NHS England / NHS Improvement respects your privacy and is committed to protecting your personal data. We will only use personal data where we have your consent or where we need to comply with a legal or statutory obligation. It is important that you read [this information](#) together with our [privacy notice](#) so that you are fully aware of how and why we are using your data.

## Appendix 2: Making an application

If you wish to be considered for this role, please provide:

- a CV that includes your address and contact details, highlighting and explaining any gaps in your employment history
- a supporting statement that highlights your motivation for applying and your understanding of the NHS and the role. You should outline your personal responsibility and achievement within previous roles and how your experience matches the person specification
- the names, positions, organisations and contact details for three referees. Your referees should be individuals in a line management capacity, and cover your most recent employer, any regulated health or social care activity or where roles involved children or vulnerable adults. Your references may be taken prior to interview and may be shared with the selection panel
- please complete and return the monitoring information form which accompanies this pack and is available for download

- tell us about any dates when you will not be available

### Appendix 3: Key dates

- **closing date for receipt of applications: 1 December 2020 at 11am.** Please forward your completed application to [NHSI.Chairsandneds@nhs.net](mailto:NHSI.Chairsandneds@nhs.net)
- **interview date: 18 December 2020**
- **proposed start date: TBC 2021**

### Getting in touch

- We strongly recommend an informal and confidential discussion with Karamjit Singh, the Chair of the Trust. Please contact his PA Mandy Johnson on 0116 258 8940
- **NHS England / NHS Improvement** – for general enquiries contact Helen Barlow on 0300 123 2038 or by emailing [helen.barlow2@nhs.net](mailto:helen.barlow2@nhs.net)

#### **NHS England / NHS Improvement**

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